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NASA Procedural Requirements

COMPLIANCE IS MANDATORY

NPR 3430.1C

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Subject: NASA Employee Performance Communication System (EPCS) - EFFECTIVE MAY 1, 2007

Responsible Office: Office of Human Capital Management

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CHAPTER 6. System Evaluation

- 6.1 The EPCS shall be evaluated periodically. Evaluations may include one or more of the following:
- 6.1.1 Review and analysis of the distribution of performance summary rating levels.
 - 6.1.2 Review and analysis of performance awards based on performance during the appraisal period.
 - 6.1.3 Employee and supervisor feedback, comments, and results from the Federal Human Capital Survey, Agency surveys, and other similar means when determined appropriate.
 - 6.1.4 Center self-assessments and Agency human resources operations reviews. 6.2 Measurement outcomes shall ensure the following:
 - 6.2.1 Employee performance plans are aligned with the organization's goals and objectives.
 - 6.2.2 Performance elements and standards are focused on results and include credible measures.
 - 6.2.3 Employees had an opportunity to provide input to their performance plans and appraisals.
 - 6.2.4 Employees received meaningful feedback on their performance.
 - 6.2.5 Employees' performance appraisals are perceived as fair and accurately reflect a level of performance that is consistent across all organizations.
 - 6.2.6 The EPCS makes meaningful distinctions in employees' performance.
 - 6.2.7 The EPCS is integrated with and supports the Agency's Awards and Recognition Program.

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